

PAY DIFFERENTIAL 132
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – AVENAL,
CHUCKAWALLA VALLEY, AND IRONWOOD UNITS 01, 02, 03, 04, 06, 09, 10, 11,
12, 13, 14, 15, 16, 17, 18, 19, 20, AND EXCLUDED EMPLOYEES

Established: 01/01/89

Revised: 07/01/98, 07/01/03, 01/01/06, 09/01/06, 01/01/07, 03/01/07, 07/01/07, 08/01/07, 01/01/08, 11/01/11

CLASS TITLE	CLASS CODE	CB/ID	RATE	EID	DEPARTMENT
Rank and File					
All Classes (Except Class Code 8226)	Various	R01, R02, R03*, R04*, R06, R09, R10, R11, R12, R13, R14, R15, R16*, R17*, R18*, R19*, R20*	\$2400	9K	Prison Industry Authority Department of Corrections: Avenal, Chuckawalla Valley, and Ironwood
Psychiatric Technician Instructor	8226	R18		SJ	
Excluded					
All Supervisory Classes	Various	S01*, S02, S03, S04*, S06, S09, S10, S11, S12, S13, S14, S15, S16*, S17*, S18*, S19*, S20*	\$2400	9K	Prison Industry Authority Department of Corrections: Avenal, Chuckawalla Valley, and Ironwood
All Confidential designated employees	Various	C01, C02, C03, C04, C06, C09, C10, C11, C12, C13, C14, C15, C16, C17, C18, C19, C20			
CEA	7500	M01			
Correctional Health Services Administrator II, CF	4912				
Correctional Administrator, Department of Corrections	9645	M06			
Chief Deputy Administrator, Correctional Program, CEA	9691				
Facility Captain, Correctional Institution	9646				
Correctional Captain	9650				
Chief Dentist, CF	9344	M16			
Warden (Exempt)	9625	E99			
Labor Relations Analyst	9529	E97			

* See exceptions starting on page 4.

CRITERIA

- Employees who are employed at Avenal State Prison, Chuckawalla Valley State Prison, or Ironwood State Prison for 12 consecutive qualifying pay periods after the above designated eligibility dates shall be eligible for the differential, payable within 30 days following the completion of every 12 consecutive qualifying pay periods.
- If any employee voluntarily terminates, transfers, or is discharged prior to completing 12 consecutive qualifying pay periods at Avenal State Prison, Chuckawalla Valley State Prison, or Ironwood State Prison, there will be no pro rata payment for those months served.
- If an employee moves from one eligible facility to another eligible facility without a break in service and within eligible classifications, qualifying pay periods at each location cumulate.
- The \$2400 bonus may be prorated if the employee would have otherwise qualified if he/she had not died while employed in a facility which qualifies for the bonus.
- If an employee is mandatorily transferred by the department, he/she shall be eligible for a pro rata share for those months served.
- If any employee promotes to a different facility or department other than Avenal State Prison, Chuckawalla Valley State Prison, Ironwood State Prison, prior to completion of the 12 consecutive qualifying pay periods, there shall be no pro rata share for those months served.
- Part-time and intermittent employees shall receive a pro rata share of the annual recruitment and retention differential based on the total number of hours worked during the 12 consecutive qualifying pay periods.
- Effective November 1, 2011, the following shall apply to any rank-and-file employee impacted by realignment, in Bargaining Units 01, 03, 04, 11, 12, 13, 14, 15, 17, 19, and 20, within the Department of Corrections and Rehabilitation (CDCR) at Avenal, Chuckawalla Valley, and Ironwood State Prisons, who is eligible for this Recruitment and Retention Differential and transfers via the layoff process as shown below:
 - a. If the employee transfers to a new classification or position in an institution covered by this Recruitment and Retention differential, the employee shall continue to qualify for this Recruitment and Retention Differential without interruption and without a change in the eligibility date.
 - b. If the employee transfers to a new classification or position in an institution not covered by the Recruitment and Retention Differential, he/she shall be eligible for a prorated share for those qualifying pay periods served.
- Effective November 1, 2011, any rank-and-file employee impacted by realignment in Bargaining Units 12, 13, and 18 within CDCR at Avenal, Chuckawalla Valley, and Ironwood State Prisons, who currently receive this Recruitment and Retention Differential, and who demote in lieu of layoff, shall be eligible for a prorated share of the differential for those qualifying pay periods served.

SECTION 14:**PAY DIFFERENTIALS**

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No/ Yes** (See Below)

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	Yes
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

** Yes for subject to PERS deduction for Class Code 8226 only.

EXCEPTIONS: (Effective 09/01/06, 01/01/07, 03/01/07, 08/01/07)

1. The following S01 class is not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
1864	Medical Record Director

2. The following R03 classes are not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
2287	Teacher (Elementary-Multiple Subjects) (Correctional Facility)
2288	Teacher (Emotionally/Learning Handicapped) (Correctional Facility)
2290	Teacher (High School-General Education) (Correctional Facility)
2295	Teacher (High School-Physical Education) (Correctional Facility)
2396	Vocational Instructor -Auto Body and Fender Repair- -Correctional Facility-
2398	Vocational Instructor -Auto Mechanics- -Correctional Facility-
2417	Vocational Instructor -Carpentry- -Correctional Facility-
2420	Vocational Instructor -Cosmetology- -Correctional Facility-
2425	Vocational Instructor -Dry Cleaning Work- -Correctional Facility-
2426	Vocational Instructor -Electrical Work- -Correctional Facility-
2428	Vocational Instructor -Electronics- -Correctional Facility-
2597	Vocational Instructor -Household Appliance Repair- -Correctional Facility-
2600	Vocational Instructor -Janitorial Service- -Correctional Facility-
2601	Vocational Instructor -Landscape Gardening- -Correctional Facility-
2614	Vocational Instructor -Machine Shop Practices- -Correctional Facility-
2615	Vocational Instructor -Masonry- -Correctional Facility-
2630	Vocational Instructor -Mill and Cabinet Work- -Correctional Facility-
2644	Vocational Instructor -Painting- -Correctional Facility-
2661	Vocational Instructor -Plumbing- -Correctional Facility-
2668	Vocational Instructor -Refrigeration and Air Conditioning Repair- -Correctional Facility-
2670	Vocational Instructor -Sheet Metal Work- -Correctional Facility-
2674	Vocational Instructor (Office Machine Repair) (Correctional Facility)
2677	Vocational Instructor -Welding- -Correctional Facility-
2688	Vocational Instructor -Eyewear Manufacturing- -Correctional Facility-
2849	Vocational Instructor (Office Services and Related Technologies) (Correctional Facility)
2850	Vocational Instructor (Roofer) (Correctional Facility)
2851	Vocational Instructor (Small Engine Repair) (Correctional Facility)
2852	Vocational Instructor (Printing Graphic Arts) (Correctional Facility)
2854	Vocational Instructor (Building Maintenance) (Correctional Facility)
2855	Vocational Instructor (Computer and Related Technologies) (Correctional Facility)
2857	Vocational Instructor (Drywall Installer/Taper) (Correctional Facility)
2878	Vocational Instructor (Machine Shop-Automotive) (Correctional Facility)
3082	Substitute Academic Teacher (Correctional Facility)
7581	Reentry Program Instructor, California Department of Corrections

3. The following R04 classes are not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
1177	Medical Transcriber
1869	Health Record Technician I
1872	Health Record Technician II (Specialist)

4. The following S04 classes are not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
1178	Senior Medical Transcriber
1873	Health Record Technician III
1887	Health Record Technician II (Supervisor)

5. The following R16 classes are not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
7565	Physician and Surgeon -Intermittent-
7972	Podiatrist, Correctional Facility
9263	Physician and Surgeon, Correctional Facility (Internal Medicine/Family Practice)
9269	Physician and Surgeon, Correctional Facility
9758	Staff Psychiatrist, Correctional and Rehabilitative Services (Safety)
9759	Senior Psychiatrist (Specialist), Correctional and Rehabilitative Services (Safety)

6. The following S16 class is not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
9761	Senior Psychiatrist (Supervisor), Correctional and Rehabilitative Services (Safety)

7. The following R17 classes are not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
8181	Nurse Consultant III (Specialist)
8195	Nurse Consultant II
8197	Nurse Consultant I
9273	Nurse-Anesthetist, Correctional Facility
9274	Public Health Nurse I, Correctional Facility
9275	Registered Nurse, Correctional Facility
9277	Surgical Nurse I, Correctional Facility
9278	Nurse Practitioner, Correctional Facility
9329	Surgical Nurse II, Correctional Facility

<u>Class Code</u>	<u>Class Title</u>
9345	Public Health Nurse II, Correctional Facility
9353	Nurse Instructor, Correctional Facility

8. The following S17 classes are not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
8179	Nurse Consultant III (Supervisor)
8327	Nursing Consultant, Program Review
9317	Supervising Registered Nurse I, Correctional Facility
9318	Supervising Registered Nurse II, Correctional Facility
9319	Supervising Registered Nurse III, Correctional Facility

9. The following R18 classes are not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
8252	Senior Psychiatric Technician (Safety)
8253	Psychiatric Technician (Safety)

10. The following S18 class is not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
8104	Unit Supervisor (Safety)

11. The following R19 classes are not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
7982	Pharmacist I
8016	Physician Assistant, Correctional Facility
9279	Clinical Dietician, Correctional Facility
9283	Psychologist-Clinical, Correctional Facility
9286	Recreation Therapist, Correctional Facility
9287	Senior Psychologist, Correctional Facility (Specialist)
9872	Clinical Social Worker (Health/Correctional Facility)-Safety

12. The following S19 classes are not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
2153	Food Administrator I, Correctional Facility
7981	Pharmacist II
7996	Pharmacy Services Manager
9288	Senior Psychologist, Correctional Facility (Supervisor)
9291	Supervising Psychiatric Social Worker I, Correctional Facility
9292	Supervising Psychiatric Social Worker II, Correctional Facility
9859	Chief Psychologist, Correctional Facility

13. The following R20 classes are not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
7979	Pharmacy Technician
8182	Certified Nursing Assistant, Correctional Facility
9315	Radiologic Technologist, Correctional Facility
9350	Senior Radiologic Technologist, Correctional Facility (Specialist)

14. The following S20 class is not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
9351	Senior Radiologic Technologist, Correctional Facility (Supervisor)